



# Tukwila Police Department



Working Together  
For A  
Safer Community

## 2019

### Annual Report



# Mission Statement

*We, the members of the Tukwila Police Department, are committed to being responsive to our community in the delivery of quality services. We recognize our responsibility to maintain order, while affording dignity and respect to every individual. Our mission is to improve the quality of life for all through community partnerships and problem solving to promote safe, secure neighborhoods.*

LEADERSHIP

EXCELLENCE

ACCOUNTABILITY

DEDICATION



# CHIEF'S MESSAGE

The Honorable Allan Ekberg and Tukwila City Council,

On behalf of the men and women of the Tukwila Police Department, thank you for your support and the community support as we worked through some challenges while moving closer towards the City strategic goal of "building a broad and collaborative approach to preventing crime and increasing a sense of safety".

During 2019, recruiting and retention were a priority for the department. This was an issue nationally and we have felt the impacts here in Washington State. The Tukwila Police Department developed a nationwide recruitment strategy to ensure our agency was adequately staffed, while working to ensure our police department employees were representative of the community we serve. Over the course of the year, the department recovered from a significant staffing deficit replacing 20 percent of our staff. While working toward the goal of fully-staffing our police department, the administration emphasized retention through improving officer safety and wellness strategies, leadership development, researching and considering sensible and affordable strategies (implemented by our competing agencies) such as take-home vehicle programs, which benefit the agency and the officers, relaxing traditional facial hair restrictions while maintaining professional grooming standards, and ensuring our employees have all the necessary tools to do their jobs safely.

The Department made significant strides in officer safety and wellness. We solidified our peer support program, educated our employees on the vast portfolio of available support services by piloting an innovative program that involved resiliency training, supported by a cell phone application available to all employees. This application is a one-stop-shop of officer-wellness resources.

The Tukwila Police Department remain committed on building trust and reducing crime in our community through community. This past year the agency engaged in several strategies to achieve our engagement goals. The mailbox program was a significant success that was appreciated throughout the community in response to a promise to problem-solve and present solutions to the mail theft problem. Our homeless outreach throughout the year has been significant and our officers have been engaging the problem with empathy while balancing the safety and security of our community members. The police department continued our engagements at our schools by assigning a second School Resource Officer while participating in several civic events at the high school. Department personnel continued their engagement at the International Rescue Coordination Center (IRC). We also met with State Department representatives and representatives of over 25 different countries, sharing successful community policing strategies on a global scale.

Throughout the year, especially during the holidays, the police department engaged in several emphasis patrols focused on reducing crime in our parks, along Tukwila International Boulevard and in our Central Business District. Other crime prevention strategies include collaborating with our community and other city partners to implement crime-fighting technology such as surveillance cameras in our parks, to deter specific reported problems in securing great facilities for our community members to enjoy with the expectation of a significant level of safety.

Thank you for your support and the opportunity to serve. We will continue to be good stewards of our budget and I will continue to focus on many of the above strategies while building support through strategic communication with our community members. This agency will continue moving forward to improve safety throughout our neighborhoods and our business districts. Problem solving is a team sport and I encourage everyone to engage our employees to build relationships even when there are no problems to report. We will do the same.



*Shop With A Cop*



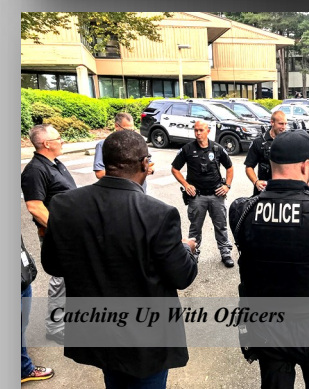
*Officer Retirement*



*Law Enforcement Memorial*



*Coffee With A Cop*



*Catching Up With Officers*

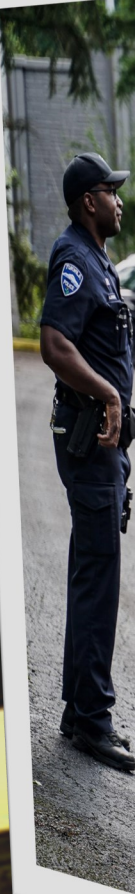


# Investigations Division

During 2019, the Investigations Division was tasked with numerous projects and long-term investigations. The projects were mainly focused on supporting both the police department and City of Tukwila's vision, mission, values, goals and objectives. The key emphasis areas and department goals that were specifically related to the Investigations Division were carry-overs from 2018: Improving public safety through crime reduction and prevention, building community trust and legitimacy, increasing community safety, and increasing department-wide communication. In support of those over-arching goals, the Investigations Division personnel conducted specific emphasis activities at both the street level and the regional levels. The Tukwila Anti-Crime (TAC) detectives conducted narcotics interdiction activities in federal facilities as well as at the street and mid-level dealer levels. Again this year, we partnered with federal, state, and local agencies to conduct emphasis activities to identify and arrest those who engage in crimes targeted at some of our most vulnerable groups of citizens, juveniles. The TAC team partnered with two local hotels in order to coordinate and facilitate several emphasis that resulted in numerous arrests. Those arrested were interviewed by the FBI in an attempt to determine who was running the criminal enterprises that were interrupted by our emphasis work. Ultimately, those contacted were provided access to resources if they were willing to accept help to choose a different path in life other than one of crimes. Our narcotics detection K-9 team assisted with locating and ultimately seizing over \$1,000,000 in cash, one Tukwila residence that was being used illegally as a marijuana grow house, over one pound of methamphetamines, nearly a pound of cocaine, over one and a half pounds of heroin, 14.5 pounds of THC vape oil, and over 65.5 pounds of illegally manufactured marijuana.

The Major Crimes Unit (MCU) detectives are on-call 24/7 and responded to numerous requests for assistance from the patrol division as well as from other agencies throughout the year. Two investigations of note are the filing of the Tukwila portion of a group of car-jacking suspects that plagued south King County for several months before being apprehended in Oregon, and a suspect in multiple felony assaults (20+) that was successfully sent to the King County Prosecuting Attorney's Office for prosecution. In addition to maintaining proficiency in their primary investigative function for cases that happen in Tukwila, five of the detectives are members of the multi-jurisdictional response team called the Valley Investigations Team (VIT).

The VIT is tasked with responding to fatal and serious injury incidents involving law-enforcement officers. During the year, the VIT team was deployed to investigate 13 of these incidents, more than a 400% increase over the number investigated in 2018. Tukwila PD was the lead investigating agency for two of those VIT callouts. One was an officer-involved shooting, the other was an in-custody death investigation. Additionally, the VIT protocols used by this inter-agency team have been accepted as best practices by the CJTC and are being pushed out state-



CRIME SCENE



# TUKWILA PD MAJOR CRIMES UNIT



*Major Crimes Unit Detectives working collaboratively with Patrol Officers on an investigation.*

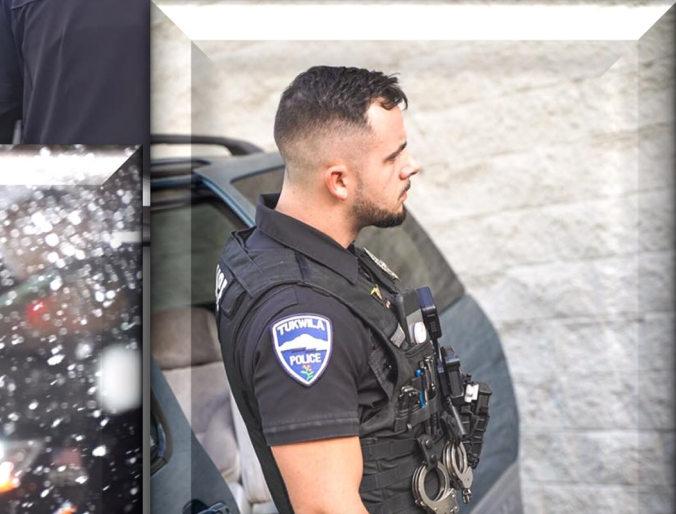
wide as both training and operational standards for these types of teams across the state of Washington. MCU detectives also investigated one homicide during the year. The case was cleared with an arrest and the final adjudication of it is still pending in the Superior Court. MCU detectives attended weekly patrol division briefings during the year and held regular unit meetings. Additionally, MCU and TAC both continue to work on streamlining processes and procedures to improve workflow and improving communication between divisions.



In 2019, we had 13 new hire or experienced lateral hire officers joined the department, and began training in either the basic law enforcement academy or the field training program. This represents a full quarter of the Patrol Division, and a substantial turnover for any team. The challenges of this turnover were mitigated through the experience of seasoned field training officers and the hiring of experienced officers from the District of Columbia, Georgia, Mississippi, and New Mexico. We also had the retirements of Sergeant Mark Dunlap and Officer Gary Leavitt. Their combined 56 years of law enforcement service included a wealth of knowledge and experience not easily replaced. Despite the significant influx of new personnel, the Patrol Division remained active and responsive to calls for service and proactive patrol within the city. A slight decrease in calls for service also resulted in the reduction of total cases taken. 8,035 cases were completed by officers while 899 cases were completed utilizing the on-line reporting system implemented in 2018.







We continued to focus on problem areas along Tukwila International Blvd, the Central Business District and other areas of the City. This year was the second year of deployment of the body worn camera program. As in 2018, the use of force and officer injuries during the year continued to decline. Though not as significant as the initial year of the program the continued reduction is an indicator that the program is an ongoing success. The department also saw the implementation of a pilot take home car program for patrol personnel. To fully implement and sustain, the total size of the patrol fleet will increase, but the lifespan of the fleet will be extended resulting in long term budgetary savings. Partnerships with other units within the department, other departments within the city, and other agencies continue as community issues such as homelessness, mental health, and persons in crisis continue to rise. Previously implemented programs and strategies to target problem areas, promote communications, and streamline efforts remained effective with the shared mission of reducing crime and promoting safe and secure neighborhoods.



*The Records  
Unit processed  
3,565 records  
requests,  
which took  
approximately  
1,385 hours of  
time.*



*2,673 items of  
evidence and  
property were  
processed, 331  
items were  
audited and  
3,452 high-  
security items  
were  
inventoried.*



# SUPPORT SERVICES DIVISION

The Support Operations Division, comprised of two units, adds value to others daily by meeting records and evidence needs. The group of 12 people extends help to city residents, Puget Sound residents, other law enforcement agencies, City staff, Tukwila PD staff, prosecutors, defense attorneys, Washington State Patrol staff and many others. The Records Unit processed 8,901 police reports in 2019, handled records retention requirements and provided statistical data for the National Incident-Based Reporting System (NIBRS). They administered 183 concealed pistol licenses, 343 firearm transfers, and four dealer's licenses. Staff also processed 3,565 records requests, which took approximately 1,385 hours of time. In addition, they processed

warrants and court mandated orders, as well as reviewed and sorted 110 boxes of records per retention requirements. The Evidence Unit ensured the proper security and chain of custody for property and evidence items taken in by the Tukwila Police Department. In 2019, 2,673 items of evidence and property were processed, 331 items were audited and 3,452 high-security items were inventoried. The unit continuously received, stored, and disposed of items taken into custody. Items were purged as cases are adjudicated, when they were no longer needed as evidence due to expiration of the statute of limitations, or when they were no longer needed to be held per statute (such as found property).



*The Division's goals for the year included focusing on recruiting and retention strategies to address department staffing shortages, leveraging technology to improve workplace efficiency and communication, and meeting all legal requirements.*

The accomplishments for the year were:

- Hired new Police Support Operations Manager
- Hired and trained three new Records Specialists
- Increased workflow efficiency to and from the Tukwila Municipal court by scanning records directly to the court.
- Implemented new features in Spillman, the case reporting system.
- Implemented three new modules in File-On-Q, the evidence tracking system that increase communication and make the system easier for staff to use.
- Received bids for scanning police case records.
- Set up use of field reports in Spillman.
- Successfully incorporated 2019 legislative changes regarding firearms processes.
- Processed 2006, 2007 and 2008 records for disposition.



# PROFESSIONAL STANDARDS



The Professional Standards Unit (PSU) is tasked with purchasing equipment and conducting initial training to prepare for field training. The Training Officer and Training Sergeant work together to coordinate training, make travel arrangements, purchase equipment and make sure the department maintains the required number of hours of training. Washington State requires that all commissioned officers attend at least 24 hours of in-service training each year. The department far exceeded that requirement. As a department, our employees received over 11,000 hours of training in 2019. In addition, four newly-hired officers attended the Washington State Basic Law Enforcement Academy where they received 720 hours of academy training each. The department also hired eight lateral officers. Officers continuously train to maintain weapons qualifications, overcome physical resistance, and safely operate emergency vehicles, along with many other courses to maintain core proficiencies. Most officers attend extra training to develop and maintain expertise in areas of law enforcement including gang enforcement, interview

and interrogation techniques, SWAT, civil disturbance, crisis communications and intervention, and online crimes to name a few. In-house instructors/trainers constantly attend training to maintain their certifications. This has led to an extremely well-trained staff that continues to identify and respond to the needs of our community. The PSU also maintains and updates the department policy manual called Lexipol. Lexipol provides updates based on legal decisions, state and federal law, and best practices.

In 2019, we started the shift to reality-based training. Our department experts created a curriculum related to de-escalation. The eight-hour course was a mandatory training for all commissioned department members. In this class, we used reality-based training scenarios which incorporated role-playing, simulated weapons, and quick decision-making. De-escalation teaches officers to use time, distance, and shielding during an emergent situation in an effort to reduce the use of force.



# ARDS Division



*Officer Ken Hernandez is one of the emergency vehicle operation course (EVOC) instructors.*



The department added additional peer support officers to provide officers in the agency the opportunity to receive emotional and tangible support through times of personal or professional crisis, and to help anticipate and address potential difficulties.

For the first time, online reporting was available for the entire year. The department accepted 908 online reports total. Reports that came in through 911 take an officer approximately one hour to complete from start to finish. Online reporting was estimated to have saved 908 work hours where the officers can focus on proactive police work and patrolling neighborhoods.



# Special Services

The Community Police Team is responsible for preventing crime in the central business district and the Tukwila International Boulevard (TIB) corridor. Their main goal is to establish a relationship between the Tukwila Police and the citizens and business owners, allowing for a more proactive police role in the community. Detectives from the CPT primarily work out of the Neighborhood Resource Center on TIB, and the Community Resource Center in Westfield Southcenter. The team patrols both TIB and the Central Business District on foot, on bikes, and in vehicles. They also are involved in gang enforcement and gang outreach. The CPT Team is a problem-solving team that addresses hot spots and comes up with creative solutions to community issues. The CPT communicates with various community groups through community meeting to identify specific concerns then works with the community to resolve them. The team has worked to resolve issues in several parks in the city including Riverton and Crystal Springs Park. They worked with public works to have safety cameras installed in the area and conducted proactive patrols. The team also provided extra security patrols in the Central Business District and Southcenter Mall area resulting in several major arrests. The patrols also acted as a crime deterrent especially during the busy holiday season. The school resource officers (SROs) are responsible for school safety and security and to act as a liaison



between the police department and the school district. Officer Schutt was assigned to be the SRO at Showalter Middle School this year. Officer Tran is assigned to Foster High School as their SRO. The SROs worked with the schools to educate students about the dangers of bullying in schools through the "Bully Proof Student" program. The Division also worked with King County Library to open discussions regarding the book "A Long Way Down". The SROs and CPT engaged with a community group NOBLE to discuss issues about interacting with police at Foster High School. Community Liaison Officers (CLO) are responsible for outreach, engagement, and the education of our citizens especially our immigrant and refugee community. They liaison through houses of worship, refugee agencies, and community groups to accomplish the department's engagement goals. The CLO has also taken on the responsibility for issues surrounding homelessness throughout the city. They have worked with various community groups such as Catholic Community Services, the Salvation Army, Riverton Methodist Church, Tukwila Public Works, Tukwila Human Services, etc. to address the issues. The CLO also continues to partner with the International Rescue Committee to educate incoming refugees regarding policing in the United States to ease fears and concerns that they may have and inform them about important laws that they need to be aware of. Because of its efforts, the team was asked to give several presentations to international groups brought by the United Nation and the State Department regarding policing in an area with a high refugee/immigrant population. Together, the division is designed to engage and liaison with the community to identify issues, problem solve, and proactively address the issues to a successful conclusion. The Division also participates in annual events such as the National Night Out Against Crime, the annual Food and Toy Drive, Coffee with a Cop, Shop with a Cop, the Touch-A-Truck event, and Bulldog Academy activities.



# DIVISION

The Traffic Unit is responsible for traffic safety and enforcement in the city, the investigation of major traffic collisions, and criminal traffic investigations. The Traffic Unit consists of four Motorcycle Officers and a Sergeant. Officer Ames and Officer D. Delic, were added to the team this year that brought the staffing to its current level. These officers were

originally assigned to patrol working as SPRINT officers to conduct emphasis patrols in residential neighborhoods.

They are a welcome addition to the full-time team. The Traffic Team has been involved in providing speed enforcement cameras in school zones. A vendor was selected, and the cameras will be installed in 2020.

The Traffic team was involved in several major traffic related investigations including several fatalities. They conducted these investigations in a professional and thorough manner to ensure strong cases. They also continue to provide traffic enforcement in residential neighborhoods.





## PROMOTIONS

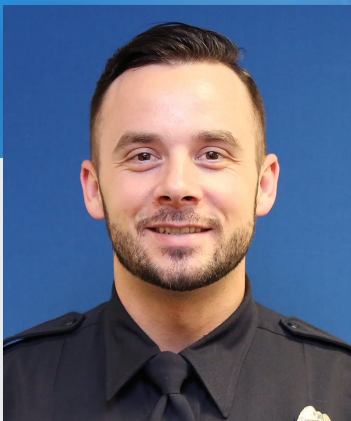


*Detective Phil Glover was promoted to the rank of sergeant effective 7/23/19*



*Officer Andi Delic was promoted to the rank of sergeant effective 7/23/19*

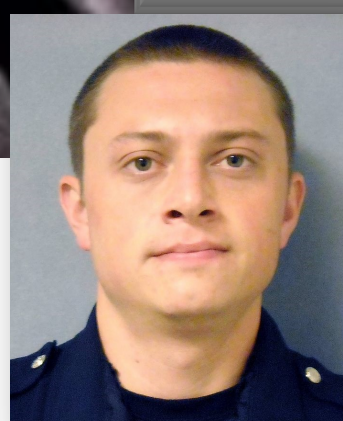
## EMPLOYEES OF T



*Deni Delic  
Officer*



*Jon Long  
Police Support Officer*



*Joseph Zaehler  
Officer*



*Phi Huynh  
Assistant To The Chief*



OF THE YEAR

Matt Valdez



## LIFE SAVING MEDALS



*Left to right: Officer Erwin Mackie, Officer Peter Tieman, Officer Dustin Johnson*

## DISTINGUISHED SERVICE MEDALS



*Sergeant Bill Devlin (left), Sergeant Mark Dunlap (right)*

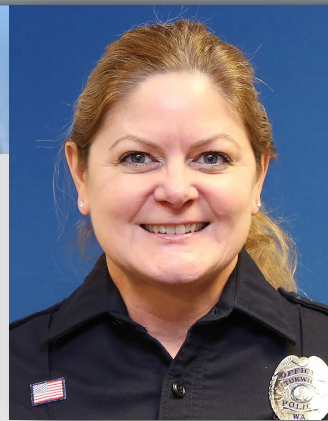
THE QUARTER



*Dustin Johnson  
Officer*



*Jamie Sturgill  
Detective*



*Lisa Harrison  
Officer*



*Jessica Armstrong  
Officer*



## CRIME IN TUKWILA

	2019	2018	2017	2016	2015
<b>Population</b>		20,144	19,107	19,205	19,920
<b>Calls For Service</b>	30,189	31,266	30,691	31,289	30,524
<b>Violent Crime</b>					
<b>Murder</b>		3	0	1	1
<b>Rape</b>		27	28	30	20
<b>Robbery</b>		74	77	85	62
<b>Aggravated Assault</b>		59	66	78	79
<b>TOTALS</b>		163	171	194	162
<b>Property Crime</b>					
<b>Arson</b>		4	7	5	4
<b>Burglary</b>		255	192	207	211
<b>Theft</b>		2,604	2,461	2,539	2,884
<b>Auto Thefts</b>		559	478	531	457
<b>TOTALS</b>		3,422	3,138	3,282	3,556
<b>Total Part 1 Crime</b>		3,585	3,309	3,476	3,718

## COMPARATIVE TOTALS WITH 3- YEAR COMPARISON

	2019	2018	2017
<b>Population</b>		20,144	19,107
<b>Budget</b>		17,966,627	17,481,118
<b>Police Staff:</b>			
<b>Commissioned</b>		78	79
<b>Non-Commissioned</b>		19	18
<b>Calls For Service</b>	30,189	31,266	30,691
<b>Traffic Citations/Infractions Issued</b>	1,890	1,486	2,637
<b>Reported Vehicle Accidents:</b>			
<b>Injury</b>	209	177	171
<b>Fatal</b>	2	2	1
<b>Non-Injury (not including hit-and-run)</b>	428	446	514
<b>Injury hit-and-run</b>	23	13	24
<b>TOTALS</b>	662	638	710





Expenditures	2019 Expenses	2018 Expenses	2017 Expenses
Police Operations		\$ 15,155,622	\$ 14,805,332
Jail		\$ 1,579,506	\$ 1,466,963
Dispatch		\$ 1,131,133	\$ 1,096,931
King County Animal Control Services		\$ 100,365	\$ 111,892
Total Expenditures		\$ 17,966,627	\$ 17,481,118

Revenue Category	2019 Revenue	2018 Revenue	2017 Revenue
Contracted Services		\$ 289,770	\$ 343,257
Grants		\$ 272,979	\$ 462,459
Response Generated		\$ 185,970	\$ 236,808
Total Revenues		\$ 748,719	\$ 1,042,524

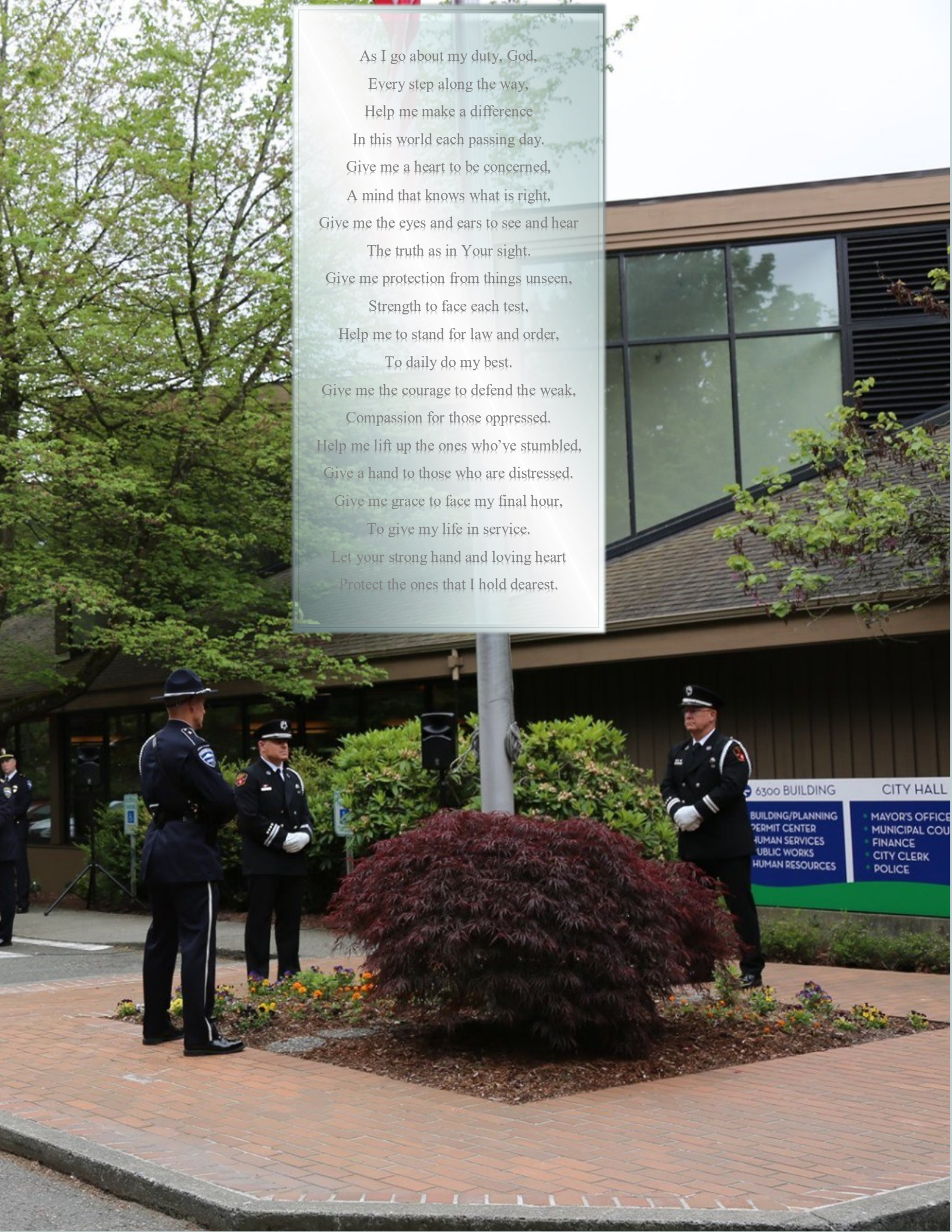
#### ANNUAL BUDGET FIGURES

Budget Category	2019 Budget	2018 Budget	2017 Budget
Police Operations		\$ 15,804,875	\$ 15,556,968
Jail		\$ 1,633,405	\$ 1,484,914
Dispatch		\$ 1,168,917	\$ 1,127,358
King County Animal Control Services		\$ 118,852	\$ 118,852
Total Budget (all Post Amendment)		\$ 18,726,049	\$ 18,288,092









As I go about my duty, God,  
Every step along the way,  
Help me make a difference  
In this world each passing day.  
Give me a heart to be concerned,  
A mind that knows what is right,  
Give me the eyes and ears to see and hear  
The truth as in Your sight.  
Give me protection from things unseen,  
Strength to face each test,  
Help me to stand for law and order,  
To daily do my best.  
Give me the courage to defend the weak,  
Compassion for those oppressed.  
Help me lift up the ones who've stumbled,  
Give a hand to those who are distressed.  
Give me grace to face my final hour,  
To give my life in service.  
Let your strong hand and loving heart  
Protect the ones that I hold dearest.

6300 BUILDING

BUILDING/PLANNING  
PERMIT CENTER  
HUMAN SERVICES  
PUBLIC WORKS  
HUMAN RESOURCES

CITY HALL

MAYOR'S OFFICE  
MUNICIPAL COURT  
FINANCE  
CITY CLERK  
POLICE



## 2019 City Council

Kathy Hougardy, President

Dennis Robertson

Verna Seal

De'Sean Quinn

Kate Kruller

Thomas McLeod

Zak Idan



## City Administration

Allan Ekberg, Mayor

David Cline, City Administrator

## Police Administration

Bruce Linton, Chief of Police

Phi Huynh, Assistant To The Chief

Eric Drever, Deputy Chief

Jon Harrison, Commander

Todd Rossi, Commander

Eric Lund, Commander

Kraig Boyd, Commander

Rebecca Hixson, Senior Manager

